



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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January 10, 2006

To: All Department Heads

From: Michael J. Henry
Director of Personnel

Subject: **STRATEGIC VALUES SURVEY UPDATE**

In a memo dated October 7, 2005, we informed you of the preparations for the second Countywide Strategic employee survey. We have been working with designated personnel in your departments to publicize the survey and prepare for survey distribution. I am happy to report that preparations are on schedule; the unions have been advised of the project, the surveys have been printed and posters announcing the survey are being distributed. Here is what to expect in coming weeks.

Publicity efforts will continue over the next few weeks. Your departments' designated shipping/distribution coordinators will receive surveys addressed to your employees the week of January 17, 2006. By January 27, 2006, almost 85,000 permanent County employees will receive their Strategic Values Surveys. Supervisors of a random sample of approximately 15,000 employees will receive Supervisor Surveys. Employees will mail completed surveys directly to a third party vendor for processing. We will provide departments with survey results for their department, and, where possible, each of their **major** operating units. We will also assist departments with their efforts to identify and implement initiatives that will further enhance the performance environment and shape the organizational culture.

We appreciate your support for the project and the efforts of the department coordinators. With everyone's cooperation and commitment to acting on the results to enhance the performance environment and shape County culture, the survey process will be a great collaborative success. If you have any questions or suggestions, please call me at (213) 974-2406 or have your staff call Bruce McDonald at (213) 738-2124.

MJH:TJH
LT:DD

c: Each Supervisor